

CLAIMS

I/We claim:

- [c1] 1. A method for business career development, comprising:
defining relevant competencies for a business career, each competency
 having requirements to be satisfied for that competency to be
 attained;
periodically identifying one or more competencies to be attained by a
 student during a period;
for each identified competency,
 selecting a coach to assist the student in attaining the competency
 and to evaluate whether the student has satisfied the
 competency requirements; and
 when the selected coach for the competency indicates that the
 student has satisfied the requirements of the competency,
 designating the student as having attained that competency;
 and
when the student has attained each of the competencies for the business
 career, designating the student as developed in that business
 career.
- [c2] 2. The method of claim 1 wherein the student is responsible for
identifying their own competencies to be attained during the period.
- [c3] 3. The method of claim 1 wherein the student identifies business
projects through which the student can satisfy the requirements of a competency.

- [c4] 4. The method of claim 1 wherein the selected coach for a competency assists the student in identifying business projects through which the student can satisfy the requirements of a competency.
- [c5] 5. The method of claim 1 wherein defining a competency includes identifying objective knowledge-based and skill-based requirements for the competency.
- [c6] 6. The method of claim 1 including before identifying competencies for the student, performing a baseline assessment to determine the competencies that the student has already attained.
- [c7] 7. The method of claim 1 wherein the competencies are organized into competency areas.
- [c8] 8. The method of claim 1 including accessing a computer system that provides a description of the competencies and their requirements and provides resources to assist in the satisfying of the requirements.
- [c9] 9. The method of claim 1 wherein the student is responsible for identifying their own competencies to attain during a period, wherein the student identifies business projects through which the student can satisfy the requirements of a competency, and including before identifying the competencies, performing a baseline assessment to determine the competencies that the student has already attained.
- [c10] 10. A method for business career development, comprising:
 providing competencies for the business career, each competency having requirements to be satisfied for that competency to be attained;

performing a baseline assessment to determine the competencies that the student has already attained;
for each competency that the student has not attained as indicated by the baseline assessment,
selecting a coach to assist the student in attaining the competency by satisfying the requirements of the competency; and
when the selected coach for the competency indicates that the student has satisfied the requirements of the competency, designating the student as having attained that competency;
and
when the student has attained the competencies of the business career, designating the student as developed in that business career.

[c11] 11. The method of claim 10 wherein the student identifies competencies to be next attained.

[c12] 12. The method of claim 11 wherein the competencies are identified periodically.

[c13] 13. The method of claim 10 wherein the student identifies business projects through which the student can satisfy the requirements of a competency.

[c14] 14. The method of claim 10 wherein the selected coach for a competency assists the student in identifying business projects through which the student can satisfy the requirements of a competency.

[c15] 15. The method of claim 10 wherein the providing of a competency includes identifying an objective and knowledge-based and skill-based requirements for the competency.

- [c16] 16. The method of claim 10 wherein the competencies are organized into competency areas.
- [c17] 17. The method of claim 10 including accessing a computer system that provides a description of the competencies and their requirements and provides resources to assist in satisfying the requirements.
- [c18] 18. The method of claim 10 wherein the student identifies one or more competencies to be next attained, and wherein the student identifies business projects through which the student can satisfy the requirements of a competency to be attained.
- [c19] 19. A method for project manager development, comprising:
 providing competencies for a project manager, each competency having requirements to be satisfied for that competency to be attained;
 identifying by a student seeking to become a project manager one or more competencies to be next attained;
 for each identified competency,
 selecting a coach to assist the student in attaining the competency by satisfying the requirements of the competency; and
 when the selected coach for the competency indicates that the student has satisfied the requirements of the competency, designating the student as having attained that competency;
 and
 when the student has attained the competencies of a project manager, designating the student as a project manager.
- [c20] 20. The method of claim 19 wherein the competencies are organized into competency areas that include self-management, team management, and project planning and control.

- [c21] 21. The method of claim 19 wherein the competencies are organized into competency areas that include leadership, financial management, and risk management.
- [c22] 22. The method of claim 19 wherein the competencies are organized into competency areas that include understanding the company.
- [c23] 23. A method for business career development, the method comprising:
 providing competencies for the business career, each competency having requirements to be satisfied for that competency to be attained; and
 for each provided competency,
 selecting a coach to assist a student in attaining the competency by satisfying the requirements of the competency;
 when the student has satisfied the requirements of the competency, designating the student as having attained the competency;
 and
 when the student is particularly strong in the competency, devising a plan to increase the student's strength in the competency.
- [c24] 24. The method of claim 23 wherein the coach determines whether the student has satisfied the requirements of a competency.
- [c25] 25. The method of claim 23 wherein the coach determines whether the student is particularly strong in a competency.
- [c26] 26. The method of claim 23 wherein the student periodically identifies competencies to be next attained.
- [c27] 27. The method of claim 23 wherein the devised plan identifies a way to increase the breadth of the student's knowledge and skills in the competency.

- [c28] 28. The method of claim 23 wherein the devised plan identifies a way to increase the depth of the student's knowledge and skills in the competency.
- [c29] 29. The method of claim 23 wherein the requirements of a competency specify a threshold level for the competency and the devised plan for a competency specifies an expert level in the competency.
- [c30] 30. The method of claim 23 including performing a baseline assessment to identify competencies that the student has already attained.
- [c31] 31. The method of claim 23 including performing a baseline assessment to identify competencies that the student has already attained and wherein the student periodically identifies competencies to be next attained, wherein the coach determines whether the student is particularly strong in a competency, and wherein the devised plan identifies way to increase the breadth and depth of the student's knowledge and skills in the competency.
- [c32] 32. A method for business career development, the method comprising:
 providing competencies for the business career, each competency having requirements to be satisfied for that competency to be attained;
 for each provided competency,
 selecting a coach to assist a student in attaining the competency by satisfying the requirements of the competency; and
 when the student has consistently demonstrated over time satisfaction of the requirements of the competency,
 designating the student as having attained the competency;
 and
 when the student has attained each of the provided competencies,
 designating the student as developed in that business career.

[c33] 33. The method of claim 32 wherein the requirements define a threshold level of proficiency in the competency.

[c34] 34. A method for business career development, the method comprising:
providing competencies for the business career, each competency having requirements to be satisfied for that competency to be attained;
for each provided competency,
selecting a coach to assist a student in attaining the competency by satisfying the requirements of the competency; and
when the student has satisfied the requirements of the competency, designating the student as having attained the competency;
and
periodically performing a baseline assessment to determine whether the student still satisfies the requirements of competencies already attained.

[c35] 35. The method of claim 34 wherein when it is determined that the student no longer satisfies the requirements of a competency, already attained, developing a plan for the student to satisfy the requirements of the competency.

[c36] 36. A method for business career development of a student, the method comprising:
providing competencies for the business career, each competency having requirements to be satisfied for that competency to be attained;
performing an initial baseline assessment to identify competencies that the student has already attained;
identifying by the student of competencies to be next attained;
for each identified competency,
selecting a coach to assist a student in attaining the competency by satisfying the requirements of the competency;

when the student has satisfied the requirements of the competency, designating by the selected coach that the student has attained the competency; and

when the student is particularly strong in the competency, devising a plan to increase the student's strength in the competency;

periodically performing a baseline assessment to determine whether the student still satisfies the requirements of competencies already attained; and

when the student has attained each of the competencies for the business career, designating the student as developed in that business career.